

THE RELATIONSHIP BETWEEN MOTIVATIONAL FACTORS AND  
JOB PERFORMANCE AMONG EMPLOYEES AT INTERNATIONAL  
COLLEGE OF ADVANCED (i-CATS) IN KUCHING, SARAWAK.

Prepared for:  
MRS. LEVIANA ANDREW

Prepared by:  
FRANKENY GUMA ANAK ADAM  
BACHELOR OF OFFICE SYSTEMS MANAGEMENT (HONS.)

UNIVERSITI TEKNOLOGI MARA (UiTM)  
FACULTY OF BUSINESS AND MANAGEMENT

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**BACHELOR IN OFFICE SYSTEMS MANAGEMENT (Hons.)  
FACULTY OF BUSINESS AND MANAGEMENT**

**“DECLARATION OF ORIGINAL WORK”**

I, Frankeny Guma Anak Adam, (I/C: 9400503-13-5645)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
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## **ABSTRACT**

The aim of this study was to determine the motivational factors and job performance among employees at International College of Advanced Technology (i-CATS) in Kuching, Sarawak. This was accomplished through quantitative method of data collection namely questionnaire. The findings of study revealed that salary and job security were very important motivational factors that can raise the level of job performance among employees at International College of Advanced Technology (i-CATS) in Kuching, Sarawak. The correlation analysis revealed that salary and job security has a high and significant relationship towards job performance. The findings of this study provide a guideline or reference to the management in motivates their employees in terms of performance improvement. It is recommended for future studies to further investigate young generation of employees especially employees from Y generation and Millennial's generation to identify their level of motivational factors and job performance in the organization.

*Keywords: Salary, Promotion, Job Security, Job Performance*

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## **CHAPTER 1**

### **INTRODUCTION**

This chapter covered on the background of the study to understand the concepts of relationship between motivational factors (independent variables) and the job performance (dependent variable) among employees at International College of Advanced Technology (i-CATS) in Kuching, Sarawak are briefly stated. Next section is regarding to the problem statement where it identified any problem that occurs in the organization. After that, the research continues to the research objective, research questions, significant of study and limitation of study. Therefore, different types of variable have been stated to determine whether it affects employees' job performance which consists of three primary variables such as salary, promotion and job security.

A brief discussion of this study will be provided to elaborate more on the factors that affects job performance among the employees. Hence, this research was conducted to observe the relationship between motivation and job performance among employees in order to find out the findings or outcome of this research.

#### **Background of the Study**

In today's organization, Malaysia has facing many challenges due to the changing working environment. The efficiency of job performance an organization reflects on the good reputation of the organization. There are many factors